



*Hello. May I speak with \_\_\_\_\_? This is (Anissa Vines/Carole Brady) with the Uterine Fibroid Study. (I/We) recently sent you a letter thanking you for your participation and asking for your help collecting additional information about racism.*

*Did you get a chance to read the letter? (YES/ NO)*

*[IF YES:] Great!*

*[IF NO:] Well, let me tell you what (I/we) need your help with. (I/We) mentioned in the letter that one of the results so far confirm that we, Black women, have higher rates of fibroids than White women. Now, as a Black woman with the fibroid research team, (I am/we are) looking at the role stress may play. We asked about stress in the questionnaire you completed, but we did not ask about the stressful experiences of racism. To address this, (I/we) need your help!*

*Do you have time for me to tell you a little about the questionnaire?*

*[IF YES, CONTINUE:]*

*The questions I would like to ask are direct questions about racism that are difficult for some people to answer. The interview should take about 15-20 minutes. You may refuse to answer any question and may stop the interview at any time without giving reason.*

*Your participation is voluntary and all information collected will be kept confidential. Your refusal to participate will not affect your participation in the overall Uterine Fibroid Study or the services you receive at your health provider. As (I/we) mentioned in the letter regarding this project, a small gift of \$5.00 will be mailed to you after the interview.*

*Would you be willing to participate in a 20-minute telephone interview about your experience of racism?*

*[IF YES, CONTINUE:] Is this a good time for you?*

*[IF YES:] (RESPONDENT HAS TIME TO LISTEN NOW) Thank you for agreeing. Do you have any questions? This project has been reviewed and approved by the Institutional Review Board on Research Involving Human Subjects.*

**GO TO THE QUESTIONNAIRE**

[IF CALLING AT A BAD TIME, SCHEDULE A CALLBACK; OTHERWISE CONTINUE:]

[IF NO:] (*RESPONDENT DOES NOT HAVE TIME RIGHT NOW*) *When would be a good time to call back?*

[RECORD DAY, DATE, TIME (AM OR PM ) ON THE CONTACT RECORD AND TELEPHONE INTERVIEW APPOINTMENT CALENDAR. CONFIRM THAT SHE WANTS TO BE CALLED AT THIS NUMBER.]

*Thank you very much. I'll call you back on (REPEAT DAY, DATE, AND TIME).*

[IF NO:] (*RESPONDENT DOES NOT WANT TO PARTICIPATE*) *Okay. But, it would be helpful to the study to know why you are choosing not to participate. Is it because ...*

a) *you don't like to talk about racism? [RESPONSE] ..... 1*

b) *you don't have time? [RESPONSE] ..... 2*

c) *you don't think studying racism is important? [RESPONSE] ..... 3*

d) *or some other reason? ..... 4*

*SPECIFY: \_\_\_\_\_*

**RESPOND TO THE RESPONDENT USING THE FOLLOWING:**

a) *Yes, racism is a difficult topic to discuss but you do not have to answer any question that you are uncomfortable with answering. Would you reconsider?*

b) *I understand, but perhaps I can call you back at a better time? Would you reconsider?*

c) *Racism is important to study. Racism can cause stress and can be associated with high blood pressure. Would you reconsider?*

**ANSWERING MACHINE SCRIPT:** *Hello, I'm calling for (Ms. \_\_\_\_\_). This is (Anissa Vines/Carole Brady). I am calling about a letter that was recently sent to you from the National Institute of Environmental Health and CODA. I'll call again in a few days but if you have questions please call me at 1-800-948-7552 extension 169 or Glenn Heartwell at extension 127. I look forward to speaking with you. Thank you. Good bye.*





*Next question for Blacks in general...*

A3. Blacks are not asked their opinions and when asked, they are often not given credit for their contributions. Do you...

- Strongly disagree .....1
- Disagree.....2
- Agree or .....3
- Strongly agree.....4
- NO OPINION.....5

A4. How often have you not been asked your opinion or not given credit for your contributions because of your race? Would you say...

- Never .....1
- Rarely .....2
- Some of the time or .....3
- Most of the time .....4
- NOT APPLICABLE.....6

*Next question for Blacks in general ...*

A5. Blacks are watched more closely than other workers and their work is scrutinized more than others. Do you...

- Strongly disagree .....1
- Disagree.....2
- Agree or .....3
- Strongly agree.....4
- NO OPINION.....5

A6. How often have you been watched more closely or had your work scrutinized more than others because of your race during your career? Would you say...

- Never .....1
- Rarely .....2
- Some of the time or .....3
- Most of the time .....4
- NOT APPLICABLE.....6

*Next question for Blacks in general...*

- A7. Whites assume that when Blacks are promoted or hired it is because of affirmative action and not because of qualifications. Do you...
- |                         |   |
|-------------------------|---|
| Strongly disagree ..... | 1 |
| Disagree.....           | 2 |
| Agree or.....           | 3 |
| Strongly agree.....     | 4 |
| NO OPINION.....         | 5 |

- A8. How often have White people assumed because you are Black that you were promoted or hired because of affirmative action and not because of qualifications? Would you say...
- |                           |   |
|---------------------------|---|
| Never .....               | 1 |
| Rarely .....              | 2 |
| Some of the time or ..... | 3 |
| Most of the time .....    | 4 |
| NOT APPLICABLE.....       | 6 |

*Next question for Blacks in general...*

- A9. When Blacks are hired, they are often hired at a grade or starting salary at the lower end of the salary scale for that position compared to others who were hired at that position with the same qualifications. Do you...
- |                         |   |
|-------------------------|---|
| Strongly disagree ..... | 1 |
| Disagree.....           | 2 |
| Agree or.....           | 3 |
| Strongly agree.....     | 4 |
| NO OPINION.....         | 5 |

- A10. During your career, how often have you been hired at a lower grade or starting salary compared to others hired with the same qualifications because of your race? Would you say...
- |                           |   |
|---------------------------|---|
| Never .....               | 1 |
| Rarely .....              | 2 |
| Some of the time or ..... | 3 |
| Most of the time .....    | 4 |
| NOT APPLICABLE.....       | 6 |

*Next question for Blacks in general...*

- A11. Whites often assume that Blacks work in lower status jobs and therefore, treat them as such. Do you...
- Strongly disagree .....1  
Disagree.....2  
Agree or.....3  
Strongly agree.....4  
NO OPINION.....5

- A12. How often have Whites assumed because of your race that you work in a lower status job and therefore, treated you with less respect during your career? Would you say...
- Never .....1  
Rarely .....2  
Some of the time or .....3  
Most of the time .....4  
NOT APPLICABLE.....6

*Next question for Blacks in general...*

- A13. Blacks experience a subtle pressure at work to fit in and not acknowledge their Black history or culture (for example, change the way they talk, the music they listen to, and their dress). Do you...
- Strongly disagree .....1  
Disagree.....2  
Agree or.....3  
Strongly agree.....4  
NO OPINION.....5

- A14. How often have you felt pressured to fit in and not acknowledge your Black history or culture during your career? Would you say...
- Never .....1  
Rarely .....2  
Some of the time or .....3  
Most of the time .....4  
NOT APPLICABLE.....6

*Next question for Blacks in general ...*

- A15. When Blacks make a suggestion at work, it is viewed with less value, but when a White person makes the same or a similar suggestion it is regarded as noteworthy. Do you....
- |                         |   |
|-------------------------|---|
| Strongly disagree ..... | 1 |
| Disagree.....           | 2 |
| Agree or.....           | 3 |
| Strongly agree.....     | 4 |
| NO OPINION.....         | 5 |

- A16. During your career, how often have your suggestions been viewed with less value because of your race, while a White person making the same or a similar suggestion was regarded as having said something noteworthy? Would you say...
- |                           |   |
|---------------------------|---|
| Never .....               | 1 |
| Rarely .....              | 2 |
| Some of the time or ..... | 3 |
| Most of the time .....    | 4 |
| NOT APPLICABLE.....       | 6 |

*Next question for Blacks in general...*

- A17. Blacks are still called insulting names related to their race or skin color by Whites. Do you...
- |                         |   |
|-------------------------|---|
| Strongly disagree ..... | 1 |
| Disagree.....           | 2 |
| Agree or.....           | 3 |
| Strongly agree.....     | 4 |
| NO OPINION.....         | 5 |

*Please refer to the frequency scale.*

- A18. How often have you been called insulting names related to your race or skin color by Whites in the past 5 years? Would you say...
- |                           |   |
|---------------------------|---|
| Never .....               | 1 |
| Rarely .....              | 2 |
| Some of the time or ..... | 3 |
| Most of the time .....    | 4 |
| NOT APPLICABLE.....       | 6 |

*Next question for Blacks in general...*

- A19. When Blacks shop, they are followed or watched by White security guards or White clerks. Do you...
- Strongly disagree .....1  
 Disagree.....2  
 Agree or.....3  
 Strongly agree.....4  
 NO OPINION.....5

*Please refer to the frequency scale for the next two questions.*

- A20. How often have you been followed or watched by White security guards or White clerks in the past 5 years because of your race? Would you say...
- Never .....1  
 Rarely .....2  
 Some of the time or .....3  
 Most of the time .....4  
 NOT APPLICABLE.....6

*This next question refers only to your personal experiences of racism. Please refer to the frequency scale.*

(FREQUENCY SCALE)

A21. How often have <u>you</u> encountered unfair treatment or discrimination within the <u>past 5 years</u> in any of the following circumstances because of your race?	Never	Rarely	Some of the time	Most of the time	NOT APPLICABLE
a. when trying to get a loan	1	2	3	4	6
b. when trying to buy or rent a house or apartment	1	2	3	4	6
c. when seeking medical care	1	2	3	4	6
d. in a store, restaurant or other public place	1	2	3	4	6
e. with the police	1	2	3	4	6



## (INTENSITY SCALE)

RESPONSES		Not at all	Mildly	Moderately	Very
B3. Angry	a. ON THE JOB	1	2	3	4
	b. IN PUBLIC	1	2	3	4
B4. Frustrated	a. ON THE JOB	1	2	3	4
	b. IN PUBLIC	1	2	3	4
B5. Anxious	a. ON THE JOB	1	2	3	4
	b. IN PUBLIC	1	2	3	4
B6. Sad	a. ON THE JOB	1	2	3	4
	b. IN PUBLIC	1	2	3	4
B7. Hopeless	a. ON THE JOB	1	2	3	4
	b. IN PUBLIC	1	2	3	4
B8. Powerless	a. ON THE JOB	1	2	3	4
	b. IN PUBLIC	1	2	3	4

## Section C: Behavioral Response to Racism

*Now I am going to ask you about the way you may behave during experiences of racism. The scale for these items is the frequency scale: never, rarely, some, or most of the time.*

[IF B1 IS YES AND B2 IS NO, READ SCRIPT A. IF BOTH B1 AND B2 ARE YES, READ SCRIPT B. IF B1 IS NO AND B2 IS YES, READ SCRIPT C. IF BOTH B1 AND B2 ARE NO, READ SCRIPT D.]

### **SCRIPT A:**

- YES** *When you experience racism on the job, how often do you respond by [RESPONSE], (never, rarely, some of the time, or most of the time)?*
- NO** *If you were to experience racism in public or social settings, how often do you think you would respond by [RESPONSE], (never, rarely, some of the time, or most of the time)?*

### **SCRIPT B:**

- YES** *When you experience racism on the job, how often do you respond by [RESPONSE], (never, rarely, some of the time, or most of the time)?*
- YES** *When you experience racism in public or social settings, how often do you respond by [RESPONSE], (never, rarely, some of the time, or most of the time)?*

### **SCRIPT C:**

- NO** *If you were to experience racism on the job, how often do you think you would respond by [RESPONSE], (never, rarely, some of the time, or most of the time)?*
- YES** *When you experience racism in public or social settings, how often do you respond by [RESPONSE], (never, rarely, some of the time, or most of the time)?*

### **SCRIPT D:**

- NO** *If you were to experience racism on the job, how often do you think you would respond by [RESPONSE], (never, rarely, some of the time, or most of the time)?*
- NO** *If you were to experience racism in public or social settings, how often do you think you would respond by [RESPONSE], (never, rarely, some of the time, or most of the time)?*

## (FREQUENCY SCALE)

RESPONSES		Never	Rarely	Some of the time	Most of the time
C1. speaking up or trying to change things?	a. ON THE JOB	1	2	3	4
	b. IN PUBLIC	1	2	3	4
C2. accepting or keeping it to yourself?	a. ON THE JOB	1	2	3	4
	b. IN PUBLIC	1	2	3	4
C3. ignoring or forgetting it?	a. ON THE JOB	1	2	3	4
	b. IN PUBLIC	1	2	3	4
C4. working harder to prove them wrong?	a. ON THE JOB	1	2	3	4
	b. IN PUBLIC	1	2	3	4
C5. praying?	a. ON THE JOB	1	2	3	4
	b. IN PUBLIC	1	2	3	4
C6. by acting out angrily to others? For example, leaving the place loudly, blowing up, slamming or throwing items.	a. ON THE JOB	1	2	3	4
	b. IN PUBLIC	1	2	3	4

*Next, people cope with stress in different ways. I am now about to ask about your health behaviors as a response to general stress and then ask whether you behave the same when dealing with racism. Please refer to the frequency scale.*

C7. How often do you cope with general stress [RESPONSE]... (FREQUENCY SCALE)					C8. How often do you cope with racism [RESPONSE]... (FREQUENCY SCALE)			
RESPONSES	Never	Rarely	Some of the time	Most of the time	Never	Rarely	Some of the time	Most of the time
a. by exercising?	1	2	3	4	1	2	3	4
b. by overeating?	1	2	3	4	1	2	3	4
c. by not eating?	1	2	3	4	1	2	3	4
d. by eating sweets/ fatty foods?	1	2	3	4	1	2	3	4
e. by drinking alcohol?	1	2	3	4	1	2	3	4
f. by smoking cigarettes?	1	2	3	4	1	2	3	4
g. by talking about the problem?	1	2	3	4	1	2	3	4
h. by sleeping?	1	2	3	4	1	2	3	4
i. by shopping?	1	2	3	4	1	2	3	4
j. by praying?	1	2	3	4	1	2	3	4

## Section D: Concern for the Future

*This next set of questions is about your concern for your children and other family members regarding racism. I will ask you to respond using the intensity scale.*

[NOTE: THIS SECTION IS FOR WOMEN WHO HAVE CHILDREN, BOTH YOUNG AND OLD. IF THE CHILD IS AN INFANT OR TODDLER, THE MOTHER SHOULD STILL RESPOND TO THE QUESTION IF IT IS A CONCERN OF HERS.]

D1. Do you have children? [IF THE RESPONDENT MENTIONS THAT SHE IS RAISING/CARING FOR A CHILD(REN) OR IS PREGNANT, THEN CIRCLE "YES."]

YES .....1  
NO .....[D3].....2

[IF YES:]

D1a. Do you also have grandchildren?

YES .....1  
NO .....2

(INTENSITY SCALE)

D2. The next few questions will ask how concerned you are about how racism might affect your children (or grandchildren) either now or in the future. How concerned are you about them...	Not at all concerned	Mildly concerned	Moderately concerned	Very concerned	NOT APPLICABLE
a. getting poor instruction or being ignored in school because they are Black?	1	2	3	4	6
b. being harmed or harassed by the police because they are Black?	1	2	3	4	6
c. getting stopped in a predominately White area because they are Black?	1	2	3	4	6
d. being dealt with more harshly than White students in school because they are Black?	1	2	3	4	6
e. being discouraged from trying things or criticized because they are Black?	1	2	3	4	6
f. being considered less attractive than their White counterpart because they are Black?	1	2	3	4	6
g. having fewer choices than Whites because of limited opportunities?	1	2	3	4	6
h. being excluded from social events, activities, or groups because they are Black?	1	2	3	4	6

D3. How concerned are you about how racism is affecting other close family members? Are you...

Not at all concerned.....1  
Mildly concerned.....2  
Moderately concerned .....3  
Very concerned.....4  
NOT APPLICABLE.....6

## Section E: Factors Influencing One's Perception of Racism

*For this question please use the time scale...*

E1.	How often do you think about your race? Would you say...	Never .....	01
		Rarely, such as once a year.....	02
		Several times a month .....	03
		Once a day .....	04
		Several times a day .....	05
		Nearly constantly .....	06

*Please refer to the color scale on the response card...*

E2.	What do you consider your skin tone to be? Would you say...	Very dark .....	01
		Very dark to Dark .....	02
		Dark to Medium .....	03
		Medium to Light.....	04
		Light to Very light.....	05
		Very light.....	06

*For the next few questions, please refer to the frequency scale and the intensity scale. Now, please think back to when you were a teenager.*

E3.	By the age of 20, how often had you experienced racism? Would you say...	Never .....	[E4] .....	1
		Rarely .....		2
		Some of the time.....		3
		Most of the time .....		4

*Thinking back to your life before age 20...*

E3a.	How stressful would you describe those encounters with racism? Would you say they were...	Not at all stressful.....	1
		Mildly stressful.....	2
		Moderately stressful .....	3
		Very stressful.....	4

*Now, please think back to your life during your twenties.*

- E4. In your twenties, how often did you experience racism?  
Would you say...
- Never .....[E5] ..... 1  
Rarely ..... 2  
Some of the time or ..... 3  
Most of the time ..... 4

*Thinking back to your life during your twenties...*

- E4a. How stressful would you describe those encounters  
with racism? Would you say they were...
- Not at all stressful..... 1  
Mildly stressful..... 2  
Moderately stressful or ..... 3  
Very stressful..... 4

- E5. Has racism been an obstacle in the achievement of  
your professional goals in life?
- YES ..... 1  
NO ..... 2  
NOT SURE..... 3  
OTHER..... 4  
SPECIFY:

\_\_\_\_\_

- E6. Of the following words, which one best describes how  
racism has influenced your life? Would you say ...
- Determined ..... 1  
Victimized ..... 2  
Depressed or ..... 3  
Unempowered ..... 4

- E7. That was my last question, but are there other issues  
about racism that should have been addressed but  
were not asked?
- YES .....[COMMENTS] ..... 1  
NO .....[READ CLOSE] ..... 2

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

***Thank you very much. Do you have any questions? [IF YES, ANSWER QUESTIONS.]***

***Please let me verify your address so I can send you your gift [REFER TO CONTACT FORM].***

***If you have any other questions, please call toll free 1-800-948-7552 extension 169 or extension 127 and ask for the Uterine Fibroid Study Research Assistant. Thank you for your help!***

TIME ENDED:   :   AM  PM

## Section F: Interviewer's Remarks

F1.	Did the respondent freely give examples of personal experiences of racism?	YES ..... 1 NO ..... [F2] ..... 2
	[IF YES:]	
	F1a. Were the examples recent experiences (within 3 months)?	YES ..... 1 NO ..... 2 DON'T KNOW ..... 8
F2.	How would you rate the respondent's ease in responding to the questions?	VERY COMFORTABLE AND TALKATIVE ..... 1 COMFORTABLE BUT RESERVED ..... 2 UNCOMFORTABLE AND CAUTIOUS..... 3
F3.	Respondent's cooperation was:	VERY GOOD ..... 1 GOOD ..... 2 FAIR..... 3 POOR ..... 4
F4.	The overall quality of this interview is:	UNSATISFACTORY ..... 1 QUESTIONABLE ..... 2 GENERALLY RELIABLE..... [F7] .... 3 HIGH QUALITY ..... [F7] .... 4

F5. The main reason for unsatisfactory or questionable quality of information was because the respondent:

(Circle one.)

- DID NOT KNOW ENOUGH INFORMATION REGARDING THE TOPIC ..... 01
- DID NOT WANT TO BE MORE SPECIFIC ..... 02
- DID NOT UNDERSTAND OR SPEAK ENGLISH WELL..... 03
- WAS DISTRACTED BY OTHER THINGS GOING ON IN BACKGROUND ..... 04
- WAS BORED OR UNINTERESTED..... 05
- WAS UPSET OR DEPRESSED ..... 06
- HAD POOR HEARING OR SPEECH..... 07
- WAS CONFUSED BY FREQUENT INTERRUPTIONS ..... 08
- WAS EMOTIONALLY UNSTABLE..... 09
- WAS PHYSICALLY ILL ..... 10
- OTHER ..... 11

SPECIFY: \_\_\_\_\_

F6. For any section for which the quality of the interview was particularly unsatisfactory or questionable, please indicate by circling the corresponding code:

	Unsatisfactory	Questionable
<b>Section A:</b> Experiences with Racism on the Job or in Public	1	2
<b>Section B:</b> Emotional Response to Racism	1	2
<b>Section C:</b> Behavioral Response to Racism	1	2
<b>Section D:</b> Concern for the Future	1	2
<b>Section E:</b> Factors Influencing One’s Perception of Racism	1	2

F7. COMMENTS: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_